



WESTERN PULP PRODUCTS COMPANY

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Plant Manager

*Western Pulp Products Co.
Jacksonville, TX*

Position Overview

Western Pulp Products Company (westernpulp.com) has an immediate opening for an experienced, hands-on Production Manager in our 100,000 sq. ft. Jacksonville, Texas manufacturing facility.

For decades, Western (westernpulp.com) has been at the forefront of developing and producing sustainable products in the molded paper fiber industry. As design innovators, our products continue to satisfy the demands of a diverse range of industries. Our goal is to create practical environmentally-friendly designs that offer real solutions for the needs of our customers' businesses, their markets, and their bottom line.

This is a challenging and exciting opportunity to manage Western's Jacksonville manufacturing operations to ensure the most effective return on company assets while leading our workforce by engaging our employees in activities that foster and sustain a high-performance, issue-free, and safety-focused workplace. This position provides leadership and support for operations to successfully meet our customer's needs while achieving safety, quality, financial, and regulatory compliance goals, and reports directly to the President.

Essential Duties

- **Support Safety and Compliance, and Improvement:**
 - Maintain a high level of preparedness for and sensitivity to fire prevention and mitigation in the facility.
 - Work proactively to eliminate hazards and accidents.
 - Maintains knowledge of and compliance with all OSHA regulations.
 - Strive to continually improve Western's safety performance and culture by addressing physical safety issues, ensuring employee training requirements are met, and by leading by example.
 - Lead the Safety Program in the plant and ensures safe practices and a safe working environment are maintained.

- **Provide Plant Functional Management Objectives:**
 - Monitor all aspects of production, shipping, receiving, and warehouse activities to ensure goals are met.
 - Analyze current manufacturing methods, processes, and process flow to implement efficiency improvements where necessary.
 - Conduct, lead, or implement the appropriate process audits to identify and correct process deviations and non-conforming product root causes.
 - Identify and prioritize key CapEx needs.
 - Forecast and order key raw materials, production supplies, and safety materials for the facility to be available to meet the needs of the production schedule.
 - Analyze and review production reports to improve costs, safety, employee commitment, quality, efficiency, cycle times, throughput volumes, scrap loss rate, and implement corrective action as needed.

- **Drive Employee Staffing, Engagement, Performance, and Development:**
 - Develop and continuously update and implement the plant's strategic staffing plan.
 - Partner with the Human Resources Manager to ensure the proper scheduling of Western and temporary employees to meet the established production schedule.

- Create a motivated workforce with a shared vision, encouraging team participation, individual responsibility, and accountability to meet customers' requirements.
- Work with the Supervisors to manage employee's performance through effective coaching and evaluation, skill and behavioral training, feedback, and performance management as needed.
- Provide direct management of the office and supervisory personnel by providing development, setting performance expectations, and consistently following through on disciplinary action as needed.
- Lead and support a positive work environment throughout the plant that encourages Western's Open-Door policy, teamwork and cooperation, while adhering to Company policies and procedures.

Other Duties

- Conduct or assist in special projects or tests as required.
- Travel to other facilities, vendors, or customer locations as needed.
- Keep the Corvallis Plant Management Team informed of pertinent information daily.
- Other duties as assigned.

Physical Demands

- Ability to sit for extended periods in an office setting and spend time in a hot manufacturing environment.
- Ability to understand speech and speak clearly.
- Ability to use a keyboard, mouse, telephone, and other office equipment.
- Required to work at least an 8-hour day, M-F; occasional weekend work and travel will be necessary.
- Routinely work on tasks that include the use of hands and arms
- Good close vision, distance vision, depth perception, hearing, and body agility.
- Occasionally lift and/or move up to 20 lbs.
- Ability to occasionally stoop, kneel, crawl, and reach.

Requirements

- Minimum requirement of an Associate Degree in Engineering, Operations Management, or a related field; a Bachelor's degree is highly preferred.
- At least four (4) years of management experience in a manufacturing environment, with safety, operations, and plant maintenance functions.
- At least four (4) years of management experience in a manufacturing environment providing oversight for plant maintenance, plant personnel, and safety.
- Excellent written and verbal communication skills and the ability to communicate effectively and influence all levels of an organization from the plant floor to executives.
- The ability to work independently, take initiative, manage multiple, changing priorities, and develop and complete actionable plans timely.
- Knowledge of Operations Management and modern manufacturing methods and systems.
- A hands-on, proactive approach to managing manufacturing personnel in a production environment.
- A demonstrated ability to successfully resolve conflict.
- Knowledge of applicable state and federal employment and labor laws and governmental compliance requirements, especially those related to manufacturing.
- Thorough knowledge of the Microsoft Office software suite; experience with an ERP system preferred.
- Demonstrated analytical skills with strong attention to detail.
- Strong ability to create accountability and lead by example and ability to work well with others in a team environment.
- Willingness to work flexible hours.
- Bi-lingual in Spanish is a plus.

Benefits

Western offers a competitive salary and benefits package and the opportunity to succeed in a team-oriented environment.

- Group Health Insurance
- Voluntary Group Dental Insurance

- Voluntary Group Vision Insurance
- Section 125 Flexible Spending Account Plan
- 401(k) and Profit-Sharing Retirement Plan
- Short-term Disability Insurance
- Life and AD&D Insurance
- Paid Vacation
- Paid Holidays
- Relocation Assistance
- Personal Company Vehicle

Western is an Equal Opportunity / Affirmative Action Employer.

U.S. Citizenship or Permanent Residence (Green Card) required.

The information contained herein is not intended to be an exhaustive list of all responsibilities, duties, and qualifications required of individuals performing the job. The qualifications detailed in this job description are not considered the minimum requirements necessary to perform the job, but rather as guidelines.